

**Career Transition
Center**
George P. Shultz
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**"When a man's
home is born out
of his heart and
developed
through his labor
and perfected
through his sense
of beauty,
it is the very
cornerstone
of life."**

~ Gustav Stickley

RETIRING OVERSEAS

- Prepared by CTC Staff



The number of Americans who are retired and living outside of the United States is difficult to calculate. The Social Security Administration sends checks to approximately 300,000 retirees overseas, but many retirees have their Social Security checks direct deposited in the U.S. The total number of retirees living abroad is rumored to be around 1 million.

It would be interesting to know what percentage of foreign affairs agencies' personnel decide to retire overseas. After decades of learning about, analyzing, reporting on, and even living in foreign cultures, do we feel more at home as an expatriate than as a citizen? According to our 2006 survey, only 4% of you are living outside the U.S. This is not a very accurate figure, however. Many clients who live overseas unsubscribe to our services and, alas, we never hear from them again.

Why do U.S. Citizens choose to retire overseas? Reasons vary. We recently discussed the subject with a few of you who have chosen to retire in another country and we will share their responses with you here.

Meet your fellow JSP Graduates:

- Beltran, Cesar – State/USIS, retired 2006, now living in Budapest, Hungary (cdbltran@hotmail.com)
- Jacquin, Barbara – State, retired 2004, now living in La Calmette, a small village near Nimes in southern France (barbara.jacquin@wanadoo.fr)

- McMillion, Margaret – State, retired 2006, now living in Bangkok, Thailand (MKMcMillion@gmail.com)
- Orr, Greg – State/USIS, retired 2006, now living in Lauzerte, France (orr.gregory@gmail.com; <http://web.mac.com/gorr1015/iWeb/Site/WelcometoSWFrance.html>)
- Spector, Brooks – State/USIS, retired 2003, now living in Johannesburg, South Africa (pas1@mweb.co.za)



"Boy,
those French,
they have
a different word
for everything!"

- Steve Martin

THE CHOICE

Many overseas retirees have ties to the country in which they choose to retire through marriage or other family connection. Barbara Jacquin had French nationality through marriage, has children and grandchildren living in France, and loves France, so France was a natural choice for her. Margaret McMillion and her Thai husband chose to retire to Thailand so that her husband could pursue his business there. Brooks Spector claims his South African wife gave him no choice about where they would retire. Their last Foreign Service tour was in Johannesburg, South Africa (the third of three assignments in South Africa), and, when it came time to retire, Brooks reports that his wife announced with a smile, "I'm staying, what are your plans?"

Margaret mentioned another reason that the numbers of Americans retiring overseas are growing and that is cost of living. Cesar says that in Hungary, "We obtain prescription drugs at one third to one half the costs in the U.S." And Brooks gleefully reports, "I can afford help to do the garden, dishes, the floors, the wash! As one gets older, this starts to matter!"

But most of the reasons our five respondents gave for settling in a foreign country echoed the reasons many of us came to work in foreign affairs agencies. Cesar observed, "We are constantly exposed to different cultures and languages. We see that other countries suffer their own problems and, like our own, those other populations seem to believe their problems are the most important in the world." Margaret is fascinated with her host country, "Thailand has an interesting culture, and Bangkok has a growing set of cultural activities, both eastern and western."

In addition to a country's rich history and culture, retirees may be attracted to the lifestyle. Cesar and his wife retired to Hungary last year. They had given the decision a lot of thought and made the decision deliberately. "Many of our friends are from the region and include Hungarians, Poles, Croatians, and others. We also have relatives who live in nearby Switzerland. Hungary is a very attractive place for retirees: the cost of living is reasonable, there is an abundance of cultural programs and activities, the weather is temperate and cosmopolitan Budapest is centrally located for air, rail and highway travel. Finally, my wife and I are equestrians and there are few countries as imbued with the horse culture as Hungary. We belong to two local polo clubs and often spend the au-

tumn taking horse tours around the Lake Balaton vineyards.”

Greg Orr retired to a small town in southwestern France. “I bought a house here 8 years ago after a foreign service friend bought a house in the same village. Even though I had never served here, France had always had a romantic appeal for me since my language studies in school, my Peace Corps service in Francophone Africa, and my frequent travel. I bought the house as a secondary home but the warm welcome I received from my neighbors, the lack of stress in the life I led there, and the rural French priorities of life convinced me that I should try retiring here.”

“Americans who travel abroad for the first time are often shocked to discover that, despite all the progress that has been made in the last 30 years, many foreign people still speak in foreign languages.”



- Dave Barry

THE LANGUAGE

With the exception of Greg, all had lived in their country of retirement prior to retiring there. All speak their host country's language -- or at least one of the national languages, South Africa has 11! Barbara's French is fluent, but she continues to study the language. Cesar had just served four years at Embassy Budapest prior to retirement and was a graduate of FSI's Hungarian language program. Margaret also studied Thai at FSI before her first tour in Thailand and had served six

years total in Thailand at the time of her retirement. She reports that “I have resumed my study of Thai in order to learn how to draft in preparation for the Grade Six examination. Passing this examination is a prerequisite for people who wish to teach in Thailand.” (Your editor suspects that her study may also have been provoked by her dealings with home building contractors during the past six months!) Greg had earned a 3/3 in French before he retired in France. Now, he says, “With daily access to the language through conversation, newspapers and TV, my improved skills have helped me participate in the village, its rituals, festivals, social and cultural life.”

“I may not have gone where I intended to go, but I think I have ended up where I intended to be.”



- Douglas Adams

IMMIGRATION

Depending on the country, permission to establish residency can be complicated and time-consuming. Much depends on whether you want to work there.

According to Brooks, requesting a South African residency permit is “cumbersome and takes time and much energy, but it can be done.” The French required Greg to produce a lot of paperwork, but “Obtaining a resident visa was not difficult. I needed to get a long-term visa through the French embassy in the U.S. which required putting together a dossier with proof of such things as means of income, health insurance, birth certificate,

lack of criminal record, and French address."

Margaret reported that "Thailand has a retirement visa that is easy to obtain. However, holders of this visa are not permitted to work. Getting a work permit is more difficult." And, sometimes, obtaining a work visa is just the beginning. Cesar explained the procedure in Hungary, "I have a multiple entry work visa, which I had to obtain so as to teach a course on international relations at the Budapest branch of an American liberal arts college. It was necessary for me to apply for and obtain the work visa at a Hungarian Embassy, rather than within Hungary itself. This required me to make two trips to the Hungarian Embassy in Vienna for processing. More difficult is obtaining the Hungarian equivalent of a social security number and tax number, complex procedures which I could only negotiate by hiring a local ex-pat relocation assistance company called MoveOne."

"Dress impressively like the French, speak with authority like the Germans, have blond hair like the Scandinavians, and speak of no American presidents except Lincoln, Roosevelt and Kennedy."



- Sylvaine Rouy Neves

FAMILY MATTERS

Deciding on where to retire is seldom a decision made solo. If family members are accompanying, they will rightfully demand input. Cesar and his wife "together decided to retire in Hungary." Margaret's

husband wanted to return to his business in Thailand and she agreed. Brooks' "household includes a wife, two daughters, two cats, and a housekeeper." One of his daughters is studying at a South African university in Durban and comes home during school breaks.

Barbara and Greg are both single, but Greg does not live alone. Soon after arrival in France, he adopted a lively Boston Terrier puppy named Bosco. "The feeding, walking, grooming, walking, training, walking of Bosco at times seems like a full time job. But he's been worth it: a great traveler, a loyal companion, and a veritable mascot of the village. And you can tell he's French -- his favorite hang-out is the local cafe."

Staying in touch with family and friends back home is also important. Although a few still like to write and send real letters, new technologies are making communication faster and easier. E-mail was cited by all as an important link. In a small town in southwestern France, Greg has "a 'SKYPE' account which allows me to chat by internet telephony virtually free." He also maintains his own website. "I have also tried to keep my weblog about my life here updated and interesting for family and friends. I fortunately have a DSL line which gives me high-speed wireless internet for e-mail, internet surfing and iTunes."

Telephone calls are often more expensive, but serve as a very important connection with the important people in one's life. In Hungary, the Beltrans use "an inexpensive phone call-back system called GlobalPhone."

Keeping up with world events and U.S.

politics, is fairly easy with international satellite television and the Internet. Again, Greg is well 'plugged in' in France -- "for Christmas my sister got me a 'Sling box;' she plugs it into her TV cable box and internet router and I am able to access all 400 channels on her TV in DC through my computer here! I can change channels, record programs, and watch what she has recorded." In South Africa Brooks needs to stay abreast of the news for his radio and TV commentaries and relies upon satellite TV and the internet with a wireless broadband connection.

And there are always visits! Greg's "parents and siblings all supported my decision to retire overseas as they now have someone to visit during holidays!" Cesar jokes, "We often have friends and relatives who want to come and visit us ... since we know the country and can serve as impromptu tour guides. Depending on the visitors, this may also be placed in the negatives column!"

"That word, 'American,' is usually spoken by outsiders with strange anticipation, as if, at any moment, they expect me to do something unusual or entertaining."



- Randy Wayne White,
THE SHARKS OF LAKE
NICARAGUA, 1999

HOME

When retiring to a new location, many chose to rent lodging until they are sure of their choice. In some countries there may be restrictions on foreign ownership. In Hungary Cesar and his wife "rent a

lovely little two story town house in the Buda Hills. We also own a home in Connecticut. Living in Central Europe is very different in general from living in the U.S. The homes here tend to be smaller, people tend to rely on the excellent local transportation system rather than commute and shopping is done for only a few days' worth of goods rather than in bulk." In Thailand Margaret has found that "Foreigners may own only condominiums. My husband and I are building a house on a piece of family property. He will be the owner."

In France, Barbara chose to buy a home in an adult community which she found while leafing through a retirement magazine. She had never lived in a restricted community before, but has enjoyed it so far. Our other single in France, Greg, is the "owner of a town house in a medieval French village. Owning an 800 year old house can be a blessing and a curse: on the one hand, you have the pleasure of stone walls, ancient tile floors, fireplaces, high beamed ceilings; while on the other hand, you have issues about keeping warm in the winter, dealing with constant dust from the walls, and trying to blend the old and new. My projects this year have included installing central heating, creating a second bathroom, and renovating my cave." (How do you say 'Home Depot' in French?!?)

In Johannesburg, Brooks owns his home "in a nice trendy neighborhood often called 'Little Chelsea'" where he and his family "can walk to nice restaurants, cafes, and stores." In comparison to their last home in the U.S., he describes his South African home as "a better deal for half the price" -- approximately "50% larger with a pool, manicured garden, un-

der-carpet heating, koi pond, skylights, built-in closets and three different patios.” Thanks to South Africa’s beautiful climate, people can spend a lot of time outdoors. The Spector Family enjoys morning coffee in their garden almost year-round and, in true South African tradition, do much of their entertaining outdoors.



“Into the face of the young man
who sat on the terrace
of the Hotel Magnifique at Cannes
there had crept a look of furtive shame,
the shifty, hangdog look
which announces that
an Englishman is about to talk French.”

- P.G. Wodehouse,
THE LUCK OF THE BODKINS, 1935

LIFESTYLE

Greg hasn’t had a single dull moment in France. “My life here is fuller and more interesting on a daily basis than if I had retired to the US. My interests have always included food, wine, and cooking and in France I have been able to pursue them in a greater variety of ways here. One hobby has been traveling and finding great new restaurants, farmers’ markets, fabulous local produce and terrific wines that aren’t Bordeaux, Burgundies, or Rhones (how about Corbieres, Jurancons, Irologueys, and Gaillacs?). In addition to taking cooking classes at restaurants and cooking schools, I have also become involved in Slow Food, an international movement which is very strong in France and champions local produce, organic farming, and diversity of produce,

I was able to drive to a conference in Turin last October and other regional meetings throughout the year.”

Barbara concurs and tells us that, in addition to French neighbors and friends, “in my area it’s normal to have lots of friends from lots of different countries since the expat community down south is so active.”

As in most places, there are negative features. The cost of living is an increasing concern for retirees in Europe. Barbara says that in France “everything costs [20 to 25%] more with the Euro so strong [to the U.S. dollar].” Book lovers all, one respondent really missed U.S. libraries and another mail order services like Amazon. Other drawbacks to overseas retirement listed by our respondents included:

- exorbitant banking fees
- poor dry cleaning services
- lack of access to American products such as maple syrup and taco shells
- dangerous driving conditions
- expensive and unreliable postal services
- having to pay up front for health care services
- less variety of restaurants (apparently, Mexican food is especially missed!)
- expensive telecommunication and IT services
- high cost of gas

“The first condition
of understanding a
foreign country is
to smell it.”

- Rudyard Kipling



COMMUNITY

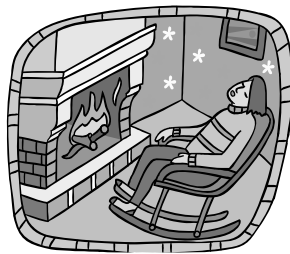
If being accepted by and active in a community is important to you, you will need to consider any retirement location very carefully and, if it is a new location, your strategy to become a member of a community there.

Greg observed that many of us "have ... lived abroad before as students, researchers, teachers, embassy employees, Peace Corps volunteers/staff, but this is the first time I have lived in a foreign land when my role has not been predetermined (other than retiree). ... as the year has passed I have discovered that I am fulfilling a multitude of roles here: neighbor, confidante, friend, consumer, employer, cafe/barfly, host, guest, and oh yes eccentric foreigner."

Barbara tells us that her small community has been very accepting and refers to her as their "petite americaine!" These honorary titles must be a tradition in French villages because Greg says he is "variously known as the retired American diplomat, the man who wears pajamas to walk his dog, the man who received 10 boxes of books at the post office, the man who takes cooking classes at one of the Michelin-starred restaurants, the man who varnished but didn't paint his shutters.... Could be worse I suppose. It didn't prevent the town from asking me to become a member of the brotherhood of the Coteaux du Quercy wines!"

"Home is a name,
a word, it is a strong
one; stronger than
magician ever spoke,
Or spirit ever
answered to, in the
strongest conjuration."

- Charles Dickens



Cesar has also had a positive experience, "I believe we have been accepted rather warmly. When people here learned that we would be retiring and living in Hungary we received many offers to serve on a variety of community groups, as well as local and international organizations, some of which we accepted. In my own case, I agreed to serve *pro bono* as a Senior Adviser for an international NGO that promotes democratic transition around the world. Just last week, the international NGO ... sent me to Lithuania

to talk at a communications and grant-writing workshop. I also agreed to sit as a board member for a Hungarian academic kollegium that provides architectural training and services for charitable institutions, such as hospices, old folks' homes and community centers."

The Beltrans have also made an effort to stay active in the expatriate community -- "My wife and I feel very much a part of our communities, since we feel we belong to several: the ex-pat community, the American

citizen community, the local Hungarian community. My wife is an ex-officio board member of the International Women's Club" and "edits a book used by the International Women's Club to help newly-arrived ex-pats settle into Hungary. Additionally, over the past year she has been the driving force in organizing two major charity balls that brought in over \$50,000 for a Hungarian children's hospital and an old folks' home. We find ourselves very socially active,

thanks mainly to the ex-pat organizations, such as the North American Women's Club and the International Women's Club."

The size of the city in which you choose to retire can make a difference. Margaret wrote, "Bangkok is so large (8 million people) that it's hard to talk about a community, but I am slowly getting involved in community activities. I belong to a Rotary Club, and I am also a member of The Siam Society and The Thai Textile Society. I attend a Thai language church that I attended during my assignment in Bangkok." In another big city, Johannesburg, Brooks knows all of his neighbors and takes pleasure in his status as an expert in the community, "a cabinet member invited me to join the board of directors of the country's most prestigious theatre organization; TV/radio/print media solicit my views on U.S. government, U.S. society, [and] international relations issues; and I do a weekly culture program on a local community radio station."

Barbara is an artist and is "active in an 'art and culture' association ... which gives art and dancing lessons and does exhibitions twice a year." She is "especially active in the '*universite populaire*' (adult learning institution) association which gives lessons and seminars in many, many subjects ... "



"A man's
homeland
is wherever
he prospers."

- Aristophanes

WORK

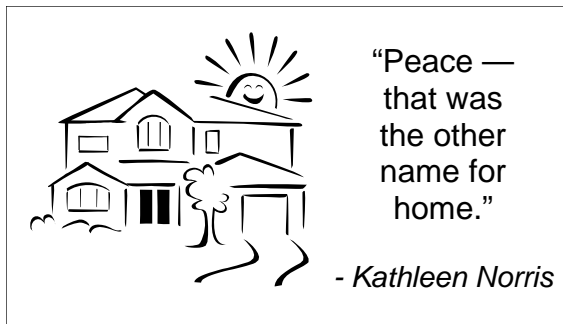
Work permits can be harder to obtain than resident visas. If you are considering retirement in another country and think you might ever want to work there, then research this aspect of an overseas retirement very carefully.

In South Africa Brooks has a work permit and says he works "furiously – but not always remuneratively!" "I've taught U.S. foreign policy in the country's most prestigious university. I write for newspapers, do some public relations consulting ... , do TV/radio, teach, serve on boards of directors, attend all kinds of conferences." Cesar is also staying busy in Hungary: "Two institutions, an American college and a U.S.-based scholarship program, hired me with a modest salary or retainer to teach a course on international relations or provide academic guidance. My wife also occasionally works over the Internet to provide legal editing services for a Polish-American law firm, for which she gets paid off-shore."

On the other hand, in Thailand, "Work permits take some time to obtain, and the government sets a minimum salary by country of origin." In France, Barbara the artist has been creative – naturally! "I have taught a beginning English class for 2 years and will do a second more advanced beginners class next Fall. I'm not paid but receive free classes (French and oil painting) in exchange." Barbara creates silver jewelry which she sells at local crafts fairs.

Creativity must be in the water in France! Here is Greg's story: "I do not work since one of the requirements of my resident permit is that I can not earn income on

the local economy. That does not mean that I am inactive. I have been asked to participate as a volunteer in a marketing campaign by the producers of a local variety of wine called Cahors (also known as the Black Wine because of its distinctive color) which is made from the Malbec grape and is not well known outside of France. The first target market will be Great Britain where I will help organize a tasting at a food and wine fair at Covent Garden in London in June. All my expenses (travel, food, and lodging) for this event and future ones will be paid by the wine producers and there is a possibility that they may help increase the holdings in my wine cellar." Ah, France!



THE FUTURE

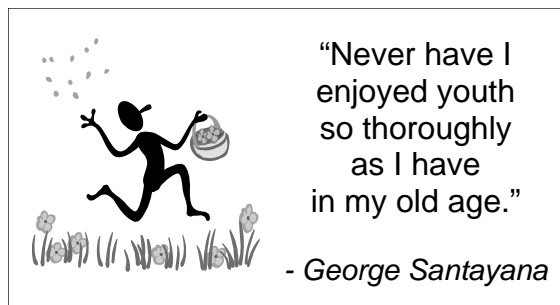
Will they all remain overseas? A lot depends on the health of elderly parents, the employment of adult children, the world economy, their own health, their spouse's health, and other important factors. Cesar tells us, "My wife and I want to spend half of each year in the U.S. and half in Hungary. So far, we have pretty much been able to do that, but we do foresee moving back to the U.S. for longer periods. We may possibly do that next year, so as to be closer to aging parents and to carry out repairs and renovations to our home in the U.S." Greg con-

curs, "I don't foresee moving back to the US but I am not ruling it out." And Brooks agrees as well: "maybe..... but it's a long shot. I've made a solid reputation as a U.S. expert here. I'd hate to have to start over from a retirement village in central Florida, trying to convince people in America that I am a South Africa expert! Now that would be hard to do from scratch!"

Another part of Brooks' response may hit home with those of you who have been living and working overseas for 20 or 30 years: "To be honest, some of my friends here have been friends for 30 years. I have very few friends in America that stretch back that far."

Greg writes, "but for now I am happy to be in this charming, friendly village where I am settling into routines of daily life -- wake up, take the dog out, make breakfast, read *The New York Times* online, listen to NPR, do some work around the house, work on my website, walk the dog, go to the cafe for a coffee, have a 3 hour lunch with friends at a terraced restaurant, walk the dog, do some more work on my house, read *The New Yorker*, go to the cafe for a drink with friends, prepare and eat dinner, go to a concert, walk the dog, meet friends for a nightcap, etc."

Doesn't sound bad at all, does it?!



EDITOR'S NOTES



Liz Pullam Weston of MSN Money says, "Poke around on the Web, and you'll find a whole industry devoted to retirees looking to live like a despot on \$15 a day – usually under tropical skies with daily maid service and umbrella-bedecked drinks thrown in for good measure." After interviewing several of these retirees, she determined that "people who consider retirement abroad should be adventuresome, flexible, tolerant and patient" and she described five keys to making retirement in a foreign country work:

1. Do extensive research before making the decision to retire in a foreign country. Consider a test period in the new country before selling your home in the U.S. and buying property there.
2. Stay in touch with friends and family back home, but be willing to make new friends in your new country
3. Be tolerant of other cultures and don't let language barriers daunt you.
4. Be patient and leave your Type A personality behind.
5. Devise an exit strategy and stash away emergency funds just in case you want – or need or have – to come home.

("Retire Like Royalty in a Low-cost Paradise" by Liz Pullam Weston -- <http://articles.moneycentral.msn.com/RetirementandWills/RetireInStyle/RetireLikeRoyaltyInaLowCostParadise.aspx>)

Your research on retiring in a foreign country should include (but not be limited to!!):

- Visa requirements
- Cost of living
- Safety and crime
- Health care, including your health insurance's usefulness in the country
- Tax implications of living abroad
- Real estate ownership laws
- Duty costs to import your personal effects

Cindy Cody, a freelance writer who lives abroad, also recommends serious consideration of these questions before making a move. (You may need to see a psychotherapist for some of these!)

1. "Are you taking a geographical cure from someone or something? If you're running away from yourself, you're going to meet yourself coming around the corner.
2. Are you really ready [esp. financially!] to retire?
3. Get professional advice in whatever endeavor you undertake.
4. Don't leave your brain at the airport! there are unscrupulous people in the world.
5. Don't close all your bank accounts, turn in your credit cards, etc. when you leave your home country.



"When an alien lives with you in your land, do not mistreat him.

The alien living with you must be treated as one of your native-born.

Love him as yourself,
for you were aliens in Egypt."

--Leviticus 19:33-34

6. Visit the country if you can, beforehand.
7. If you're not happy in a place, you can always go to a third destination—or go back where you started."

("Going for Broke, or Going Bananas? How to Leave Home without Losing Your Sanity" by Cindy Cody – http://www.escapeartist.com/efam/60/Moving_Overseas_Information.html)

"Immigration is the sincerest form of flattery"

- Jack Paar



Mercer Human Resource Consulting does an annual cost of living ranking (<http://www.mercerhr.com/costofliving>). In 2006 Moscow, Russia, was the most expensive city in the world and Asuncion, Paraguay, was the least expensive city. International Living magazine publishes a "Quality of Life Index" every year (http://www.internationalliving.com/media/archived_pages/qualityoflife2007.html). In 2006 France scored the highest and Iraq the lowest. They also produce a "Global Retirement Index." In 2006 the top five were Panama, Malta, New Zealand, Uruguay, and Mexico.

Here follow more resources to use if you are considering retirement overseas.

American Citizens Abroad – www.aca.ch/

Escape Artist - www.escapeartist.com/

Expats Abroad – www.expats-abroad.com

Expats Unite – www.expatsreunite.com

Transitions Abroad – www.transitionsabroad.com

Cullinane, Jan and Fitzgerald, Cathy
The New Retirement: The Ultimate Guide to the Rest of Your Life
Rodale Books, 2004

Savageau, David
Retirement Places Rated: What You Need to Know to Plan the Retirement You Deserve
Frommers, 6th edition, 2004

West, Ben
Retiring Abroad
Cadogan Guides, 1st edition, 2005

"Wilkommen. Welcome. Bienvenida!
I was afraid he was about to launch into Cabaret!"

- Sara Wheeler,
TRAVELS IN A THIN COUNTRY, 1999



JOB LEADS

If you plan to retire overseas and still want to work, here follow some resources that might help you find a job there.

The Big Guide to Living and Working Overseas – <http://workingoverseas.com>

- Offers hyperlinks to NGOs and public sector job boards, private sector job boards, and other international career-building websites

Career Frames –

www.careerframes.com/links_main_intl/ngo_links.htm

- Interesting selection of articles on working abroad.
- Free job board, search by type of job and by country. Includes some unusual jobs, such as wine industry and tour guides.

Careers Without Borders –

www.careerswithoutborders.com

- Free job board and job search advice for international development and humanitarian relief

GOINGGLOBAL – www.goinglobal.com

- Offers country career guides on 23 foreign countries and on some U.S. cities

International Career Employment Weekly - www.internationaljobs.org

- Job board (some jobs in U.S., a lot overseas)
- Subscription charge reasonable.
- You can check out some ads for free on the website, but, to see all, you must subscribe.

International Executive Search –

www.international-executive-search.com

- Headhunters of executives for private sector, large industry companies in North America and Latin America
- A few job ads posted on website
- Website also offers some general job search advice

INTJOBS.org – www.intjobs.org

- Job board for jobs in international organizations

IO/S/EA – <http://www.state.gov/p/io/empl/>

- Vacancies for U.S. Citizens in the UN

and other International Organizations

- Department of State, IO/S/EA, Rm. 4808, Washington, DC 20520

Jobs Abroad - www.jobsabroad.com/

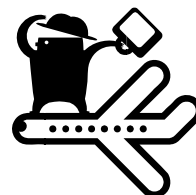
Kompass - www.kompass.com

- Good for business and company research (covers companies all over the world)

“Travel is fatal to prejudice, bigotry, and narrow-mindedness, and many of our people need it sorely on these accounts.

Broad, wholesome, charitable views of men and things cannot be acquired by vegetating in one little corner of the earth all one's lifetime.”

- Mark Twain,
INNOCENTS ABROAD



ATTENTION, JSP GRADS!

TRANSFERABLE SKILLS

Here is another submission on transferable skills from one of your colleagues. The ones she lists are general skills that all grades and specialties might have after many years of employment with a foreign affairs agency:

Diplomatic Skills:

- focused advocacy both written and oral;
- relationship building (institutional and individual);

- cross cultural/cross class communication;
- public speaking;
- strategic analysis;
- operational knowledge of USG and its various bureaucratic and Congressional processes and players;
- protocol;
- representing and explaining and advancing others' interests;
- entertaining;
- negotiation;
- conflict management and resolution;
- thoughtful leadership

Management Skills:

- event conceptualization and management;
- policy implementation;
- operational know-how;
- program management;
- project management;
- budget formulation and management;
- strategic planning and performance evaluation;
- change management;
- thoughtful leadership;
- team-building and coaching;
- institutional capacity building

We would love to hear more from you all on this subject whether it be skills common to all of us or the more specific skills of the different foreign affairs specialties.



"Retire from work,
but not from life."

~ M.K. Soni

DRESSING FOR SUCCESS

Regarding the feature article in the May 2007 newsletter, one of your colleagues

wrote, "I got a kick out of the May Newsletter! To interview and presentation faux pas of older folks, I would definitely add: 'bed-head.' Be sure to wash your hair before an interview or meeting! And, let's set a limit on how old that interview suit should be. Say 'five years?' It shows. Maybe the men can wear the same suit for ten years, but not the ladies."

And from another colleague, "The 'image' focus was excellent. You only have once chance to make a first impression and that's usually within the first 30 seconds, before you open your mouth. And, love the Bill Blass comment: 'When in doubt, always wear red.' Except to job interviews of course!"

Your editor's favorite comment on the article: "Thanks, I needed that."

Please note that, in addition to the services listed in the May issue, Rita Gworek (www.imagebyrita.com) also offers advice on tailoring.



"Knowledge of [another] culture should sharpen our ability to scrutinize more steadily, to appreciate more lovingly, our own."

- Margaret Mead, COMING OF AGE
IN SAMOA, 1928

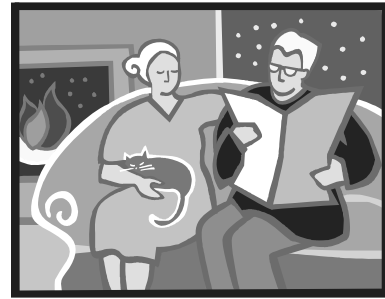
SHARE THE SMILES!

We will be publishing a collection of jokes and funny quotations in the July newsletter again this year. If you have a joke about any of the following topics, please

send them to pittsa@state.gov by June 15, 2007:

- Change
- Transitions
- Job searching (resumes, interviews, negotiating salary and benefits, etc.)
- Aging
- Retirement
- Other pertinent topics?

Please make sure they are G-rated (or, at most, PG-rated!!) The July 2006 jokes edition was one of the most popular issues of the year, so send us some good ones. We don't want to disappoint!



“Rest is not quitting
the busy career;
Rest is the fitting of
self to its sphere.”

- John Sullivan Dwight, *True Rest*,
from his translation of Goethe,
main part original



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